

**ARTICLE 21**  
**GROOMING AND ATTIRE**

The Employer and the Union agree that employees have an obligation to maintain reasonable grooming and attire standards which bear a reasonable relationship to their work.

The Employer will not be arbitrary or capricious when requiring any employee to conform to any standards.

In a grievance over this Article, the Employer shall have the burden of demonstrating that the grooming and attire standard bears a reasonable relationship to the work of the employee and the operational needs of the Employer.